



## **Appointment Letter**

**March 31, 2017**

**Hemant Kalal**

**# 143 Lakshmi Niwas,  
Gangotri layout Ramsandra  
Bangalore 60**

Dear Hemant :

It is my pleasure to extend the following offer on behalf of Accrete Hitech Solutions Pvt Ltd. We are pleased to appoint you as **Technical Architect** with a consolidated **CTC salary of Rs. 18.5 Lacs** (Rupees Eighteen lakhs fifty thousand only) per annum with Accrete, India. The detailed breakup of your salary is provided in Annexure I. This will be effective from April 5<sup>th</sup>, 2017, or your first day of your start of project with our client at Applied Materials in ITPL, whichever is later.

Please email us scanned copies of the following documents before your start date:

- Relieving letter or resignation acceptance letter with a copy of your latest salary slip from your most recent employer
- Experience letters from previous employers
- Education Degree certificate

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**ACCRETE HITECH SOLUTIONS PVT. LTD.**  
**9<sup>th</sup> Floor Discoverer Building ITPL Whitefield Bengaluru 560 066**  
CIN No.: U72900DL2016PTC303667



- Passport and PAN Card

**Other Terms and Conditions of Employment:**

- You will be eligible to enroll and contribute to your PF account. You will be eligible for 2 weeks of paid vacation every year, accrued at the rate of 0.833 days for every month of your employment with Accrete.
- The compensation paid to you is taxable. We will deduct and deposit appropriate taxes under the T.D.S. scheme. However the income tax returns have to be filed by you individually to the income tax authorities. Accrete will not be responsible for any claims or contracts with any of your previous employers. Your salary will be paid to you, monthly, by the 1<sup>st</sup> of each month.
- As an employee of Accrete, you will maintain a high standard of loyalty, efficiency and integrity towards Accrete, its client(s) and fellow employees.
- During the course of your employment with Accrete you will be strictly governed by the Non-Compete and Non-Solicitation, wherein you will not directly or in-directly compete in the same business as Accrete, within or outside of Accrete's client(s) in India and US. You will also not solicit any of Accrete's employee(s) or contact(s) directly or in-directly. This clause will be in effect till 24 months after your last day of employment with Accrete. You will not continue Working with

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**CIN No.: U72900DL2016PTC303667**



We look forward to your employment with Accrete.

Signatures:

**For ACCRETE HITECH SOLUTIONS**

**Accepted By:**



Ishan Chatterjee

Human Resource Manager

Date: March 31, 2017

Hemant Kalal

Date: 05/04/2017

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**ACCRETE HITECH SOLUTIONS PVT. LTD.**  
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**Annexure I**

**Hemant Kalal**

Particulars	Annual	Grand Total	Monthly	Grand Total
Gross Salary	18,50,000		1,54,167	
Basic	9,25,000		77,083	
HRA	3,70,000		30,833	
Medical	15,000		1,250	
LTA	1,85,000		15,417	
Conveyance	19,200		1,600	
Special Allowance	3,35,800	18,50,000	27,983	1,54,167

*H. Kalal*

**ACCRETE HITECH SOLUTIONS PVT. LTD.**  
9<sup>th</sup> Floor Discoverer Building ITPL Whitefield Bengaluru 560 066  
CIN No.: U72900DL2016PTC303667

Date: 24<sup>th</sup> November 2015

Mr. Hemant Kalal,  
Bengaluru.

**STRICTLY PRIVATE AND CONFIDENTIAL**

Dear Hemant,

We are pleased to offer you a position as a **Technical Lead** with WinWire Technologies India Private Limited, a subsidiary of WinWire Technologies Incorporated. We are sure that WinWire will provide you with a satisfying and challenging work environment along with a successful growth path.

Your annual compensation will be **Rs. 14,00,140/- Per Annum (Rs. Fourteen Lakhs One Hundred and Forty only)**. A detailed compensation break-up is enclosed in Exhibit A. Terms and conditions that will affect your employment are contained in Exhibit B.

Looking forward to your acceptance of this offer (which expires by end of day on **24<sup>th</sup> November 2015**) & joining us on **25<sup>th</sup> November 2015**.

We look forward to a mutually rewarding association with you at WinWire.

Yours sincerely,

**For WinWire Technologies India Private Limited**



**Anuradha Sonawane**  
Associate Director – HR & Recruitment

**WinWire Technologies India Private Limited**

**Registered Office:** Office No.101, Maximus Towers 2B, Raheja Mindspace, Madhapur, Hyderabad – 500 081. Ph: 040 66417628  
**Bengaluru:** 5th Floor, DivyaSree Towers, #55, Guruppana Palya, Bannerghatta Road, Bengaluru – 560 029. Ph: 080 6450 6444  
**CIN:** U72200TG2007PTC053638. **Email:** info@WinWire.com, **Website:** www.WinWire.com

**Exhibit A****WinWire Technologies India Private Limited  
Compensation Break-up**

**Name** : Hemant Kalal  
**Designation** : Technical Lead  
**Location** : Bengaluru

Component	Monthly	Annual
Basic salary	38840	466080
House Rent Allowance	19420	233040
Special Allowance	38840	466080
Conveyance Allowance	1600	19200
Children Education Allowance	200	2400
Medical Reimbursement	1250	15000
Leave Travel Allowance		38840
Premium for medical insurance policy		5500
Individual Performance Allowance		112000
Corporate Performance Allowance		42000
<b>Total</b>		<b>1400140</b>



**Anuradha Sonawane**  
Associate Director – HR & Recruitment

**Note:**

- Individual Performance Allowance and Corporate Performance Bonus (Part of CTC) – This component will be paid on a half yearly basis



Date: November 5, 2009

Mr. Hemant Mohan Kalal  
1097, 1st Main Road,  
5th A Cross, Kengeri Satellite Town  
Bangalore  
Karnataka - 560 060

Dear Mr. Hemant Mohan Kalal

Pursuant to our discussions, we are pleased to offer you the position of **Systems Analyst, Ebiz** in our organization, operating from our facility at **Bangalore**.

Your annual remuneration along with its breakup is enclosed as Annexure 'A' and your employment with Intelligroup would be governed by the Terms and Conditions referred hereto in Annexure 'B'.

Your employment at Intelligroup is subject to the veracity of the information provided by you in your resume and during the interview. Intelligroup reserves its right to withhold this offer due to the reasons beyond its control and business contingencies.

You are requested to report at our office, situated at SJRI Park, Tower 3, 6th Floor, EPIP Area, Whitefield, Opp Satya Sai Hospital, Bangalore - 560 066, on November 9, 2009 at 10.00 am and meet Mr. Maninder Singh Bobral, Executive, for the completion of your joining formalities, failing which, this offer would automatically stand cancelled unless extended by the Company on your request in writing.

Please sign the duplicate of this letter of offer and return it to us by **November 9, 2009** as a token of your acceptance of this offer and the terms and conditions of your employment with the Company.

We look forward to a mutually fruitful association with you.

Yours Sincerely,  
for Intelligroup Asia Private Limited,

  
Sriram Sundaram  
Senior Director - Global Operations

Accepted   
Mr. Hemant Mohan Kalal

**Experience Structure**

**Total IT Experience – 7 Years**

**Relevant Experience – 7 Years**

(Structure of salary being offered)

Components		Monthly (Rs.)	Annual (Rs.)
<b>Base Pay Allowance*</b>	<b>30% of CTC</b>	<b>19375</b>	<b>232500</b>
Basic Pay		16587	199044
Company's contribution of PF		1990	23880
Company Contribution to Gratuity **		798	9576
<b>Flexi Pay Basket</b>	<b>63% of CTC</b>	<b>40687</b>	<b>488244</b>
Less : Mandatory Debits***		1000	12000
<b>Available Flexi Pay Basket Options</b>		<b>39687</b>	<b>476244</b>
HRA (40% of basic)	Yes/No		
Conveyance @ Rs.800/-pm.	Fixed	800	9600
Medical @ Rs 1250/-pm.	Fixed	1250	15000
LTA @ Max. of 2 months basic	Choose the amount		
Children's Education @ Rs.100/- per child as per IT Act.	0 / 1 / 2 Children		
Children's Hostel @ Rs.300/- per child as per IT Act.	0 / 1 / 2 Children		
Meal Passes @ Rs 2200/ 1100-pm.	Yes/No		
Gift Vouchers @ Rs.5000/-pa.	Yes/No		
<b>Special Allowance</b>	<b>Balance amount</b>	<b>37637</b>	<b>451644</b>
<b>Performance Bonus ****</b>	<b>7% of CTC</b>	<b>4521</b>	<b>54252</b>
<b>CTC</b>		<b>64583</b>	<b>775000</b>


**Note:**

- \* The Base salary indicated is at 30% of your total CTC, which percentage can be modified after you join Intelligroup in accordance with the applicable policies
- \*\* As per gratuity laws
- \*\*\* Insurance covers Group Personal Accident, Group Life and Hospitalization.
- \*\*\*\* You would be eligible for Performance Incentive based on your performance vis-à-vis the objectives/tasks assigned to you, the performance of your group/function and the organization's performance. Break-up of Performance Based Incentive - 90% Individual Share paid half-yearly based on the Individual appraisal ratings, 10% Organizational Share paid annually based on Organization performance.

Where applicable, you would be eligible for night shift allowance at Rs. 350/- (shifts ending at 2AM) or at Rs. 500/- (shifts ending at 6AM) per night shift worked

The above are subject to the policies of the organization, as applicable from time to time

  
**Srikanth Sundaram**  
 Senior Director – Global Operations

Accepted   
**Mr. Hemant Mohan Kalal**

Date: July 22, 2009

Dear Mr. Hemant Mohan Kalal

**Letter of Contract from Intelligroup Asia Pvt. Limited**

We are pleased to extend an offer of Contract for a term not exceeding 6 Months, effective July 23, 2009 through January 23, 2010 as per the terms and conditions specified in Annexure 'A' to this offer, unless such term is extended by the Company in writing. During the term of your contract with the Company, you would be designated as Consultant, Ebiz and you shall be bound by all the terms and conditions as specified in Annexure 'A' and the confidentiality obligations as may be specified by the Client(s) of the Company.


During the complete term of your Contract with the Company, you would be paid Consolidated Professional fee of Rs. 58,000/- (Rupees Fifty Eight Thousand only) per month subject to deduction of tax at source.

Other than your entitlement of consolidated pay as mentioned above, you shall not be eligible for any other benefits which the employees of the Company would normally be entitled for. You shall adhere to the instructions given by your reporting manager and submit time sheets, reports etc as and when asked for.

You are requested to report at our office, situated at SJRI Park, Tower 3, 6th Floor, EPIP Area, Whitefield, Opp Satya Sai Hospital, Bangalore - 560 066, on July 23, 2009 at 10.00 am and meet Mr. Maninder Singh Bobral, Executive, for the completion of your joining formalities, failing which, this offer would automatically stand cancelled unless extended by the Company on your request in writing.

Your acceptance to this Letter of Contract would be construed that you agree to all the terms and conditions and policies of the Company and would commence your given assignments on or before July 23, 2009 failing which, this offer to contract services stands cancelled.

Thanking you  
for Intelligroup Asia Private Limited,

  
Sriram Sundaram  
Senior Director – Global Operations

I hereby accept the above Offer of Contract and will report on 23/07/2009.

  
Mr. Hemant Mohan Kalal  
23/07/2009